

M A R Y L A N D  
  
GOVERNOR'S WORKFORCE INVESTMENT BOARD

**Center for Industry Initiative  
U.S. Department of Health and Human Services  
Human Resources Services Administration  
Workforce Planning Grant  
December 14, 2011**

**Coordinators**

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**Committee Chair**

William G. "Bill" Robertson, President & CEO Adventist HealthCare, Inc.

**Committee Members**

A list of organizational members is on the back page.

**Background**

In October 2010, the Governor's Workforce Investment Board (GWIB) was awarded a one-year \$150,000 health care workforce planning grant from the U.S. Department of Health & Human Services, Health Resources & Services Administration (HRSA). The GWIB served as the State's lead entity for developing a 10-year health care workforce expansion blueprint **Preparing Maryland's Workforce for Reform: Health Care 2020** - designed to increase the primary care workforce by 10 to 25 percent over a ten year period.

The GWIB established a high-level health care workforce steering committee composed of GWIB board members and other key stakeholders that undertook a rigorous planning process which led to development of the 10-year health care workforce expansion blueprint. Building on the well-established sector initiatives model, the GWIB collaborated with a broad network of health care industry leaders, the education community, including two- and four-year institutions of higher education, and the public workforce system.

**Committee Activities**

The Steering Committee determined in September 2010 that five regional listening tours would be conducted in order to obtain unique input from healthcare stakeholders in different areas of the State. Five listening tours were held in the following areas ~ the Baltimore Metropolitan Area, the Washington, D.C. Metropolitan Area, the Eastern Shore in Cambridge, Southern Maryland in Clinton, and in Cumberland in Western Maryland.

Attendees included representatives from schools of medicine, nursing, pharmacy, statewide associations, county health departments, federally qualified health centers, health systems, as well as private practitioners, behavioral health providers, and insurers.

All five regions expressed varying concerns; however, several overarching themes emerged ~ the need for pre-practice training opportunities, loan repayment assistance, an increase in clinical practice sites, and unequal reimbursements for comparable tasks.

The GWIB and Hilltop Institute conducted in-depth interviews with key informants throughout the state, those who are deeply involved with the issues surrounding primary care provision. Additional insight was gained about the lack of care existing today.

### **Outcomes**

The GWIB hosted a Health Care Workforce Planning Summit on September 19, 2011, where the final plan was presented, and the discussion focused on the importance of growing Maryland's health care primary care workforce in preparation for full implementation of the Affordable Care Act.

The final plan was also submitted to HRSA, as well as Maryland's Health Care Reform Coordinating Council (HCRCC). The report highlights the following four strategic goals: comprehensive primary care workforce planning and analysis; strengthening primary care workforce capacity; address primary care workforce distribution and support service shortage areas; and practitioner compensation for high quality care as areas that need addressing in order to grow Maryland's primary care workforce.

The plan was presented to the public through a press event with Lieutenant Governor Anthony Brown, DLLR Secretary Alexander Sanchez, DHMH Secretary Joshua Sharfstein, Chairman of GWIB, William "Bill" Robertson, and President of Montgomery College DeRionne Pollard. A tour of the health care laboratories and classrooms within Montgomery College was provided by Angela Pickwick, Dean of Health Sciences.

### **Next Steps**

The GWIB is working with the Governor's Health Care Reform Coordinating Council on implementing the strategic goals and objectives of the report in order to prepare Maryland for the expected increase in primary care utilization.

### **Steering Committee Members**

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| ■ William G. Robertson | President, Adventist HealthCare, Inc.                   |
| ■ Marcia Walsh         | Interim President, Towson University                    |
| ■ Patrice Cromwell     | Associate Director, Annie E. Casey Foundation           |
| ■ Fred Mason, Jr.      | President, Maryland & District of Columbia AFL-CIO      |
| ■ Ronald Peterson      | President, Johns Hopkins Health Systems                 |
| ■ John Reid            | Executive Vice President, 1199 SEIU                     |
| ■ Alexander Sanchez    | Secretary, Department of Labor, Licensing & Regulation  |
| ■ Claire Smith         | Dean, Anne Arundel Community College                    |
| ■ Danette Howard       | Interim Secretary, Maryland Higher Education Commission |